

# Market Range Detail - Consultant

## Effective Date

January 1, 2007

## Market Range Title Description

Positions in this market range title provide professional consulting services and lead highly complex, specialized projects, studies, and assignments as directed by County Administration. Consultants may be assigned to work with a variety of departments and business functions. Responsibilities vary based on assignment, but may include: identifying administrative and operational problems and providing solutions for resolution; analyzing County operations, programs and processes and providing recommendations for improvement; leading workgroups towards meeting County project goals and objectives; conducting business research and assessing business practices; overseeing and directing complex projects with County-wide scope; preparing analysis and research reports and recommendations; presenting findings and recommendations to management.

## Market Range

### Minimum Hourly Rate

Pending Review

### Midpoint / Hiring Maximum

Pending Review

### Maximum Hourly Rate

Pending Review

## Likely Minimum Qualifications

- Master's degree in public administration, business administration, or field related to project area specialization
- 10 years of related professional experience in analyzing and improving the business operations and programs of large organizations and leading complex and specialized projects
- Other combinations of education and/or experience may be considered in substitution for the minimum qualifications

## Working Titles

- Consultant

### Glossary:

**Market Range Title:** Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

**Effective date:** The date the salary range was implemented for use.

**Market Range Title Description:** Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

**Likely Minimum Qualifications:** Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

**Market Range:** The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

**Hiring Range:** The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

**Working Title:** The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.